



“BOTH/AND” DECISION MAKING IN SEARCHING FOR, HIRING, AND TENURING FACULTY AT NYU ABU DHABI AND NYU SHANGHAI

The processes that govern searching, hiring, reviewing, and tenuring faculty at the portal campuses embody University – wide “core and essence” principles that ensure appropriate input by the leadership of NYU, the leadership in NYU Abu Dhabi, and the leadership in NYU Shanghai. These principles, which must be reflected in school-level processes, focus on points of “both/and” decision-making, that is, points at which both an approval by the portal campus and New York are required.

These principles apply only to appointments of tenured/tenure-track faculty, Arts Professors and Music Professors at the portals. Other full-time non-tenure track/contract faculty appointments do not require “both/and” decision-making.

1. Search plans

In addition to being approved by the Provost of NYU Abu Dhabi/NYU Shanghai, the annual search plans for the portal campuses must be approved by the Provost of NYU.

It is intended that these search plans be developed by the faculty and academic leadership of the portal campus, with early input from the relevant school or department in New York. The approval process is an extension of the process governing schools in New York; New York deans construct search plans for their schools from departmental/unit search plans, and then submit their proposals for final approval to the Provost of NYU.

2. Searches and Offers

NYU Abu Dhabi/NYU Shanghai partner with a New York school, department, or program on searches for tenured and tenure track faculty, Arts Professors, and Music Professors; an offer is made to a candidate only if both the leadership of the portal campus and the relevant New York unit agree.

The New York school, department, or program must agree to regard the new hire as eligible to participate in scholarly and instructional activities of the unit, including teaching graduate courses and mentoring PhD dissertations and master’s theses. The unit also agrees to participate in the third-year review and tenure process of the tenure-track candidate.

Granting “Global Network Faculty” status is the way for New York units to express their approval of the candidate. This is a title that Faculty Advisory Committee on the University’s

Global Network has recommended that New York schools use.¹ In the words of the Committee: “The title would be awarded to an NYU Abu Dhabi/NYU Shanghai colleague by an NYU New York unit, to signify that the granting unit regards that colleague as a professionally active and accomplished academic who would be an asset to the unit’s research, training, and teaching agendas, and, as such, is qualified to teach and mentor its students, including graduate students.”

3. Tenure is granted only if both the Vice Chancellor of NYU Abu Dhabi/NYU Shanghai and the Provost of NYU approve.

At each portal, the process begins with a “local” faculty review committee that prepares the docket and makes a recommendation to the portal’s P&T committee. Tenured faculty from the New York partner school, department, or program will have membership in the faculty review committee, and very likely a majority membership during this initial period until the portal campus has a sufficient number of tenured faculty in the discipline. As a part of the process, the docket will be given to the relevant New York school, department or program for review, and its recommendation will be included in the materials considered by the portal’s P&T Committee. The portal’s P&T Committee makes its recommendation to the Provost of NYU Abu Dhabi/NYU Shanghai. If the NYU Abu Dhabi/NYU Shanghai Provost recommends tenure, that recommendation goes to the Vice-Chancellor of NYU Abu Dhabi / NYU Shanghai and the Provost of NYU for final approval through a both/and decision.

The provisions above represent the “core and essence” of the processes involved in searching for, hiring, reviewing, and granting tenure at the portal campuses. There are, of course, a number of other important elements of these processes.

¹ See Report of the Global Faculty Advisory Committee on the University’s Global Network, Proposal for a New Faculty Title: Global Network Faculty, [Appendix B](#).